IN THE CLAIMS

Please find below a listing of all of the pending claims. The status of each claim is set forth in parentheses. This listing will replace all prior versions, and listings, of claims in the present application.

1. (Currently Amended) A system for identifying a business organization transformation opportunity for a business organization that provides a product or service, comprising:

a microprocessor configured to

receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of the business organization, wherein the first business organization function is ~~associated with providing the product or service~~ a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources,

analyze at least one of the business organization data inputs by comparing the at least one business organization data input to at least one industry threshold value,

determine a performance matrix of the business organization based on the comparison,

model a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, ~~associated with providing the product or service~~ responsive to the analysis,

wherein the business organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario and a mix scenario including a mix of outsourcing and internal transformation scenario, and

the broad-outsourcing transformation scenario includes a scenario

whereby the human resource services are outsourced and the mix scenario includes a

scenario whereby at least one of the human resource services are outsourced and at

least one of the human resources are not outsourced,

calculate, based on the model, a transition of the FTEs and the costs to an

outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the

mix scenario transition, and

determine an effect on the performance matrix of transforming the business

organization to the second state based on the model; and

a hardware display coupled to the microprocessor, the hardware display configured to

present ~~presenting~~ a user interface that includes the transition of the FTEs and costs to the

outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the

mix scenario transition ~~of information associated with the modeled business organization~~

~~transformation opportunity scenario~~ and includes the effect on the performance matrix.

2-3. (Canceled).

4. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to

provide a cost savings estimate corresponding to implementation of the second state of the

first business organization function.

5. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to

receive at least one of the plurality of business organization data inputs from a survey.

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6. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to

receive at least one of the plurality of business organization data inputs from an HTML

survey.

7. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to

execute programmed code stored at a storage device.

8. (Previously Presented) The system of claim 7, wherein the programmed code is a

spreadsheet executable on a spreadsheet program.

9. (Currently Amended) The system of claim 1, wherein the at least one industry threshold

value includes information regarding at least one of: a number of employees desired for

performing the first business organization function, cost information, labor information

transform, and technology information.

10-14. (Canceled).

15. (Currently Amended) A readable storage media having processor executable instructions

to:

        receive a plurality of business organization data inputs corresponding to a first state of

a first business organization function of a business organization, wherein the first business

organization function is ~~associated with providing a product or service of the business~~

~~organization~~ a human resources function including human resource services and the data

inputs include full-time equivalents (FTEs) for employees and costs for human resources;

analyze at least one of the business organization data inputs by comparing the at least

one business organization data input to at least one industry threshold value;

determine a performance matrix of the business organization based on the

comparison;

model a business organization transformation opportunity scenario that

includes a second state of the first business organization function, different than the first state,

~~associated with providing the product or service~~ responsive to the analysis,

wherein the business organization transformation opportunity scenario

is at least one of a broad-outsourcing transformation scenario and a mix scenario

including a mix of outsourcing and internal transformation scenario, and

the broad-outsourcing transformation scenario includes a scenario

whereby the human resource services are outsourced and the mix scenario includes a

scenario whereby at least one of the human resource services are outsourced and at

least one of the human resources are not outsourced,

calculate, based on the model, a transition of the FTEs and the costs to an outsourcer

as a result of implementing at least one of the broad-outsourcing scenario and the mix

scenario transition; and

determine an effect on the performance matrix of transforming the business

organization to the second state based on the model.

16-17. (Canceled).

18. (Previously Presented) The computer readable storage media of claim 15, having

processor executable instructions to provide a savings estimate if the modeled business

organization transformation opportunity scenario is implemented.

19. (Currently Amended) The computer readable storage media of claim 15, wherein the at

least one industry threshold value includes information regarding at least one of a number of

employees desired for performing the first business organization function, cost information to

transform the first state to the second state, labor information to transform the first state to the

second state, and technology information to transform the first state to the second state.

20. (Currently Amended) A method of identifying a business organization transformation

opportunity for a business organization that provides a product or service, the method

comprising a computer:

        displaying on a display a first set of data fields corresponding to business organization

data of the business organization;

        receiving a plurality of business organization data inputs from a data entry terminal by

a user and responsively displaying the received business organization data inputs in the first

set of data fields, wherein the plurality of business organization data inputs correspond to a

first state of a first business organization function of the business, and wherein the first

business organization function is associated with providing the product or service a human

resources function including human resource services and the data inputs include full-time

equivalents (FTEs) for employees and costs for human resources;

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analyzing, by a computer, at least one of the business organization data inputs by comparing the at least one business organization data input to at least one industry threshold value;

determining a performance matrix of the business organization based on the comparison;

automatically modeling a business organization transformation opportunity scenario that includes a second state of the first business organization function, different than the first state, ~~associated with providing the product or service~~ responsive to the analysis,

wherein the business organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario and a mix scenario including a mix of outsourcing and internal transformation scenario, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resources are not outsourced,

calculate, based on the model, a transition of the FTEs and the costs to an outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition;

determining an effect on the performance matrix of transforming the business organization to the second state based on the model; and

displaying on the display a user interface that includes the transition of the FTEs and costs to the outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition ~~information associated with the modeled business~~

~~organization transformation opportunity scenario~~ and includes the effect on the performance

matrix.

21. (Previously Presented) The method of claim 20, wherein the plurality of business

organization data inputs includes at least one of current general client data, client growth rate

assumptions, client human resource operating cost data, client activity analysis information,

and implementation cost estimate assumptions.

22. (Canceled)

23. (Previously Presented) The method of claim 20, wherein the plurality of business

organization data inputs are received from a software tool in communication with the data

entry terminal.

24. (Previously Presented) The method of claim 23, wherein the software tool comprises an

HTML survey.

25. (Previously Presented) The method of claim 24, wherein the software tool prompts a user

for at least one of the plurality of business organization data inputs.

26. (Canceled).

27. (Previously Presented) The method of claim 20 further comprising receiving the at least

one business organization data input from a database in communication with the data entry

terminal.

28. (Previously Presented) The method of claim 20, wherein the plurality of business

organization data inputs include a first business organization data input generated by a

software tool based on information from a report regarding business organization data of the

business organization.

29. (Currently Amended) The method of claim 20, wherein the analyzing the at least one of

the business organization data inputs in accordance with at least one industry threshold value

includes:

     generating current metric information indicating a current state of the business

organization; and

     generating end-state summary information indicating a state of the business

organization if a modeled business organization transformation scenario is initiated.

30. (Previously Presented) The method of claim 20, wherein the business organization

transformation opportunity scenario is at least one of a broad-outsourcing transformation

scenario wherein the first business organization function is outsourced, an internal

transformation scenario wherein the first business organization function is internally

restructured, and a mixed transformation scenario wherein the first business organization

function is outsourced and internally restructured, for executing the first business organization function of the business organization.

31. (Original) The method of claim 30, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a preselected upper bound of a particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-selected lower bound and the pre-selected upper bound of the particular function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-selected lower bound of the particular function of the business organization.

32. (Original) The method of claim 31, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

33. (Original) The method of claim 31, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

34. (Original) The method of claim 33, wherein the restructuring of the at least one of the

mixed and internal transformation scenarios for the particular function of the business

organization includes restructuring at least one sub-function of the particular function of the

business organization.

35. (Canceled).

36. (Previously Presented) The method of claim 20, wherein the first business organization

function includes at least one sub-function.

37. (Previously Presented) The method of claim 36, wherein the at least one sub-function is a

human resources sub-function and wherein automatically modeling the business organization

transformation opportunity scenario includes modeling information regarding at least one of a

recruiting, time and attendance, training and development, performance management,

compensation and benefits, employee relations, organization effectiveness, human resources

management, knowledge management, human resources information systems and reporting,

payroll and vendor management function.

38. (Previously Presented) The method of claim 20, further comprising: displaying a cost-

savings estimate corresponding to use of a modeled business organization transformation

opportunity scenario.

39. (Previously Presented) The method of claim 20 further comprising: displaying alternative
modeled business organization transformation opportunity scenarios responsive to the
analysis.

40. (Previously Presented) The method of claim 20, wherein the plurality of business
organization data inputs includes at least one of business organization data regarding As-is
cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor
sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits
schedule data.

41. (Previously Presented) The method of claim 20, wherein the information is at least one of
As-Is cost analysis information, activity analysis information, and business organization
sizing analysis information.

42. (Previously Presented) The method of claim 20, wherein the information is at least one of
solution summary information, cash flow with growth information, cash flow no growth
information, and pro forma summary information.

43. (Previously Presented) The method of claim 20, further comprising

        receiving the plurality of business organization data inputs at a data input field of a
spreadsheet;

performing a calculation between at least one data input field of the spreadsheet, and

at least one industry standard provided at an industry standard field of the spreadsheet, the

calculation being placed at a respective result field of the spreadsheet; and

providing comparison information between the result field and at least one of the data

input fields and the industry standard field.

44. (Previously Presented) The method of claim 20, further comprising analyzing at least one

of the business organization data inputs in accordance with information regarding at least one

of a number of employees desired for performing a particular function of the business

organization, cost information for transforming the particular function, labor information for

transforming the particular function, and technology information for transforming the

particular function.

45. (Currently Amended) The method of claim 20, further comprising analyzing at least one

of the business organization data inputs in accordance with at least one of an internal

threshold value regarding information from a transformation organization performing the

analysis of the business organization for transformation, and an external industry threshold

value provided by an external organization specializing in providing industry thresholds.

46. (Currently Amended) The method of claim 45, wherein the at least one internal threshold

value is at least one of assumptions regarding a number of employees desired for performing

a particular function of the business organization, cost information for transforming the

particular function, labor information for transforming the particular function, and technology

information for transforming the particular function.

47. (Currently Amended)   A computer readable storage media having processor

executable instructions to:

  receive a plurality of business organization data inputs corresponding to a first state of

a first business organization function of a business organization that provides a product or

service, wherein the first business organization function is a human resources function

including human resource services and the data inputs include full-time equivalents (FTEs)

for employees and costs for human resources;

  analyze at least one of the plurality of business organization data inputs by comparing

the at least one business organization data input to in accordance with at least one industry

threshold value;

  determine a performance matrix of the business organization based on the

comparison, by generating at least one of:

    current metric information indicating a current state of the business

organization, and

    end-state summary information indicating a state of the business organization

if a modeled transformation scenario is initiated;

  model a business organization transformation opportunity scenario that

includes a second state of the first business organization function, different than the first state,

associated with providing the product or service responsive to the analysis,

wherein the business organization transformation opportunity scenario

is at least one of a broad-outsourcing transformation scenario and a mix scenario

including a mix of outsourcing and internal transformation scenario, and

the broad-outsourcing transformation scenario includes a scenario

whereby the human resource services are outsourced and the mix scenario includes a

scenario whereby at least one of the human resource services are outsourced and at

least one of the human resources are not outsourced,

calculate, based on the model, a transition of the FTEs and the costs to an

outsourcer as a result of implementing at least one of the broad-outsourcing scenario

and the mix scenario transition; and

determine an effect on the performance matrix of transforming the business

organization to the second state based on the model.

48. (Previously Presented) The computer readable storage media of claim 47, wherein the

plurality of business organization data inputs includes at least one of current general client

data, client growth rate assumptions, client human resource operating cost data, client activity

analysis information, and implementation cost estimate assumptions.

49. (Previously Presented) The computer readable storage media of claim 47 having

processor executable instructions to receive at least one business organization data input from

a data entry terminal.

50. (Previously Presented) The computer readable storage media of claim 47, wherein the

business organization transformation opportunity scenario is at least one of a broad-

outsourcing transformation scenario, internal transformation scenario, and a mixed

transformation scenario of the first business organization function.

51. (Previously Presented) The computer readable storage media of claim 50, wherein:

        the broad-outsourcing transformation scenario includes outsourcing at least a pre-

selected upper bound of a the first business organization function;

        the mixed transformation scenario includes outsourcing between a pre-selected lower

bound and the pre-selected upper bound of the first business organization function; and

        the internal transformation scenario includes outsourcing less than the pre-selected

lower bound of the first business organization function.

52. (Previously Presented) The computer readable storage media of claim 51, wherein one of

the broad-outsourcing transformation scenario and mixed transformation scenario includes

outsourcing at least one sub-function of the first business organization function.

53. (Previously Presented) The computer readable storage media of claim 51, wherein one of

the mixed transformation scenario and the internal transformation scenario includes internally

restructuring at least some of a remaining portion of the first business organization function.

54. (Previously Presented) The computer readable storage media of claim 53, wherein one of

the mixed transformation scenario and the internal transformation scenario includes

restructuring at least one sub-function of the first business organization function.

55. (Canceled).

56. (Previously Presented) The computer readable storage media of claim 47, having

processor executable instructions to model at least one sub-function of the first business

organization function.

57. (Previously Presented) The computer readable storage media of claim 56, wherein the

first business organization function is a human resource function, and the sub-function is at

least one of a recruiting, time and attendance, training and development, performance

management, compensation and benefits, employee relations, organization effectiveness,

human resources management, knowledge management, human resources information

systems and reporting, payroll and vendor management.

58. (Previously Presented) The computer readable storage media of claim 47 having

processor executable instructions to provide: a cost-savings estimate corresponding to use of

a modeled business organization transformation opportunity scenario.

59. (Previously Presented) The computer readable storage media of claim 47 having

processor executable instructions to provide alternative modeled business organization

transformation opportunity scenarios responsive to the analysis.

60. (Previously Presented) The computer readable storage media of claim 47 having

processor executable instructions to implement a spreadsheet in conjunction with a

spreadsheet program, and where

　　　the spreadsheet includes: a data input field to receive the plurality of business

organization data inputs,

　　　an industry standard field to receive an industry standard, and

　　　a result field, wherein the processor executable instructions include instructions to

perform a calculation between the data input field and the industry standard field and place

the calculation result at the result field and to compare information between at least one of the

data input field and the industry standard field, and the result field.

61. (Previously Presented) The computer readable storage media of claim 47 having

processor executable instructions to analyze at least one of the plurality of business

organization data inputs in accordance with information regarding at least one of a number of

employees desired for performing the first business organization function, cost information

for transforming the first business organization function, labor information for transforming

the first business organization function, and technology information for transforming the first

business organization function.

62. (Currently Amended) A computer readable storage media having processor executable instructions to:

receive a plurality of business organization data inputs <u>corresponding to a first state of a first business organization function of the business organization, wherein the first business organization function is a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources</u>;

analyze at least one of the plurality of business organization data inputs in accordance with at least one industry threshold <u>value</u> by generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information;

model a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis, wherein the business organization transformation scenario includes transforming [[a]] <u>the</u> first state of the particular function to a second state of the particular function,

<u>wherein the business organization transformation opportunity scenario is at least one of a broad-outsourcing transformation scenario and a mix scenario including a mix of outsourcing and internal transformation scenario, and</u>

<u>the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resources are not outsourced,</u>

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calculate, based on the model, a transition of the FTEs and the costs to an outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition; and

determine an effect on at least one of the As-Is cost, activity, and business organization sizing based on the model, and wherein the particular function is associated with providing a product or service of a business organization.

63. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to receive at least one of business organization data regarding As-Is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

64. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to receive at least one business organization input from a data entry terminal.

65. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to receive at least one business organization input from a software tool in communication with a data entry terminal.

66. (Previously Presented) The computer readable storage media of claim 65 having

processor executable instructions to receive at least one business organization input from an

HTML survey.

67. (Previously Presented) The computer readable storage media of claim 66, wherein

receiving at least one business organization input from an HTML survey includes prompting

a user of the HTML survey for at least one of the business organization data inputs.

68. (Canceled)

69. (Previously Presented) The computer readable storage media of claim 65 having

processor executable instructions to communicate the at least one business organization data

input from the data entry terminal to a database, and to communicate the at least one business

organization data input from the database to the software tool.

70. (Previously Presented) The computer readable storage media of claim 65 having

processor executable instructions to:

      generate a related tool report responsive to at least one business organization data

input received from the data entry terminal; and

      communicate the related tool report to the software tool.

71. (Previously Presented) The computer readable storage media of claim 62, wherein the

modeling the business organization transformation opportunity scenario includes modeling at

least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a mixed transformation scenario for the particular function of the business organization.

72. (Previously Presented) The computer readable storage media of claim 71, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a predetermined upper bound of the particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-determined lower bound and the pre-determined upper bound of the particular function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-determine lower bound of the particular function of the business organization.

73. (Previously Presented) The computer readable storage media of claim 72, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

74. (Previously Presented) The computer readable storage media of claim 72, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

75. (Previously Presented) The computer readable storage media of claim 74, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

76. (Canceled).

77. (Previously Presented) The computer readable storage media of claim 62, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function.

78. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to provide a cost-savings estimate corresponding to use of the modeled business organization transformation opportunity scenario.

79. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to provide alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

80. (Previously Presented) The computer readable storage media of claim 62, wherein the

modeling a business organization transformation opportunity scenario includes generating at

least one of solution summary information, cash flow with growth information, cash flow no

growth information, and pro forma summary information.

81. (Previously Presented) The computer readable storage media of claim 62 having

processor executable instructions to implement a spreadsheet executed in conjunction with a

spreadsheet program, and where:

the spreadsheet includes a data input field to receive the plurality of business

organization data inputs,

an industry standard field to receive an industry standard, and

a result field, wherein the processor executable instructions include instructions: to

generate

at least one of As-is cost analysis information, activity analysis information,

and business organization sizing analysis information by performing a calculation

between the data input field and the industry standard field the calculation being

placed at the result field, wherein the result field corresponds to at least one of the As-

Is cost analysis information, activity analysis information, and

business organization sizing analysis information, and

to compare information between at least one of the data input field and the industry

standard field, and the result field.

82. (Currently Amended) The computer readable storage media of claim 62, wherein the

analyzing at least one of the plurality of business organization data inputs in accordance with

at least one industry threshold value by generating at least one of As-is cost analysis

information, activity analysis information, and business organization sizing analysis

information, includes analyzing at least one of the business organization data inputs in

accordance with information regarding at least one of a number of employees desired for

performing the particular function of the business organization, cost information for

transforming the particular function, labor information for transforming the particular

function, and technology information for transforming the particular function.

83. (Currently Amended) A computer readable storage media having processor executable

instructions to:

receive a plurality of business organization data inputs at data fields, wherein the data

fields are displayed on a user interface, and the data inputs correspond to a first state of a first

business organization function of the business organization, the first business organization

function being a human resources function including human resource services and the data

inputs include full-time equivalents (FTEs) for employees and costs for human resources;

determine information about the plurality of business organization data inputs by

comparing the at least one business organization data input to at least one industry threshold

value;

determine a performance matrix of the business organization based on the

comparison;

model a <u>business organization</u> transformation <u>opportunity</u> scenario <u>that</u>

<u>includes a second state of the first business organization function</u> based on the

information <u>wherein the business organization transformation opportunity scenario is</u>

<u>at least one of a broad-outsourcing transformation scenario and a mix scenario</u>

<u>including a mix of outsourcing and internal transformation scenario, and</u>

       <u>the broad-outsourcing transformation scenario includes a scenario</u>

<u>whereby the human resource services are outsourced and the mix scenario includes a</u>

<u>scenario whereby at least one of the human resource services are outsourced and at</u>

<u>least one of the human resources are not outsourced,</u>

<u>calculate, based on the model, a transition of the FTEs and the costs to an outsourcer</u>

<u>as a result of implementing at least one of the broad-outsourcing scenario and the mix</u>

<u>scenario transition;</u>

determine an effect on the performance matrix of transforming the business

organization to the second state based on the model; and

update the modeled transformation scenario as additional business organization data

inputs are received at the data fields, ~~and wherein the modeled transformation scenario~~

~~includes transforming a first state of a first business organization function to a second state of~~

~~the first business organization function, and wherein the first business organization function~~

~~is associated with providing a product or service of a business organization.~~

84-86. (Canceled)